



Tisbury Steering Committee
Respectful Discussion Guidelines

The intention identified by this steering committee is to bring ideas together through mutual respect. To conduct healthy, respectful debates we must hold ourselves and others accountable. Some guidelines to keep in mind throughout this process include:

- Listen to find out
- Respect every idea
- Be a good, active listener
- Respect perspectives
- Speak to be understood, not to win
- Question the idea, don't challenge the individual
- Be as clear as possible
- Give credit for contributions
- Ensure that everyone has an opportunity to speak
- Be inviting, seek input without being challenging
- Listen more than speaking
- Recognize different perspectives
- Be open to clarifying questions
- Refrain from accusatory behavior and vocabulary
- Respond to remarks with respect
- Find the humor and laughter in the process
- Limit interruptions
- Recognize we are all on the same team
- Articulate the "why," I believe that x is a good idea because "y"